

Safety's Role In Return To Work

2005 Safety Day

- Introduction
 - Speakers
 - Handouts
 - Purpose
- Is Return to Work Worth It?



Terminology

- ◆ Modified Duty
- ◆ Light Duty
- ◆ Transitional Duty

What are the goals?

- ◆ Meaningful & productive job duties
- ◆ Adhere to panel doctor's prescribed limitations
- ◆ Active process: incremental

Partnership

- ◆ Return To Work is FOR the injured employee as well as FOR the employer
- ◆ Who's involved? (injured employee, safety officer, supervisor, doctor, human resources)
- ◆ Return to Work: flexible
- ◆ Return to Work affects everyone

Benefits of Return To Work

- ◆ Studies indicate an injured employee is more likely to return to work if first offered job modifications
- ◆ Enhances injured employee's esteem/moral
- ◆ Promotes morale for other staff
- ◆ MEL (maximum employment level)
- ◆ Facility 'gets something for its money'
- ◆ EO52
- ◆ Eases employee back to full duty regimen

Developing Return To Work Program

- ◆ Management's support
- ◆ Supervisors' support
- ◆ Peer Support
- ◆ Panel of Physicians

Panel of Physicians

- ◆ Communication
- ◆ Provide job descriptions
- ◆ Provide tours of work place(s)
- ◆ If possible, in advance / before the doctor excuses the injured employee from work, inform doctor(s) that your facility DOES accommodate restrictions
- ◆ Proactive approach

Establishing Return To Work

- ◆ Prevention
- ◆ Think outside the box
- ◆ Positive attitude (be open minded)
- ◆ Obtain specific information from panel doctor
- ◆ Meet with supervisor and injured employee
- ◆ Be willing to look at other areas / opportunities within facility
- ◆ Consider injured employee's knowledge, skills & abilities

Establishing Return To Work

- ◆ Is additional training necessary?
- ◆ As often possible, accommodate injured employee on his or her usual schedule, shift and within the same area of work.
- ◆ Avoid demeaning work

Generate a return to work *contract*

- ◆ The contract (Transitional Employment Plan) lists the specific limitations and duration
- ◆ Clearing defines assigned job duties
- ◆ HR rep, Safety Officer, or designee meets with injured employee and his/her supervisor(s) to review / sign contract
- ◆ Contract serves as temporary – official – job description

Monitor Return To Work


- ◆ Perform routine checks with the injured employee as well as the supervisor – to ensure successful plan
- ◆ Address ANY issues immediately
- ◆ Complete interim evaluations (paper form) based on employee's performance – according to the contract

Review

- ◆ Safety's role in return to work
- ◆ Tips
- ◆ Flexibility
- ◆ Variables
- ◆ Continuous improvement

!!!! PERSEVERE !!!!

**A Return To Work
Program benefits not
only the injured
employee, but all those
involved as well.**



Q&A Teams



- ◆ Questions
- ◆ Scenarios